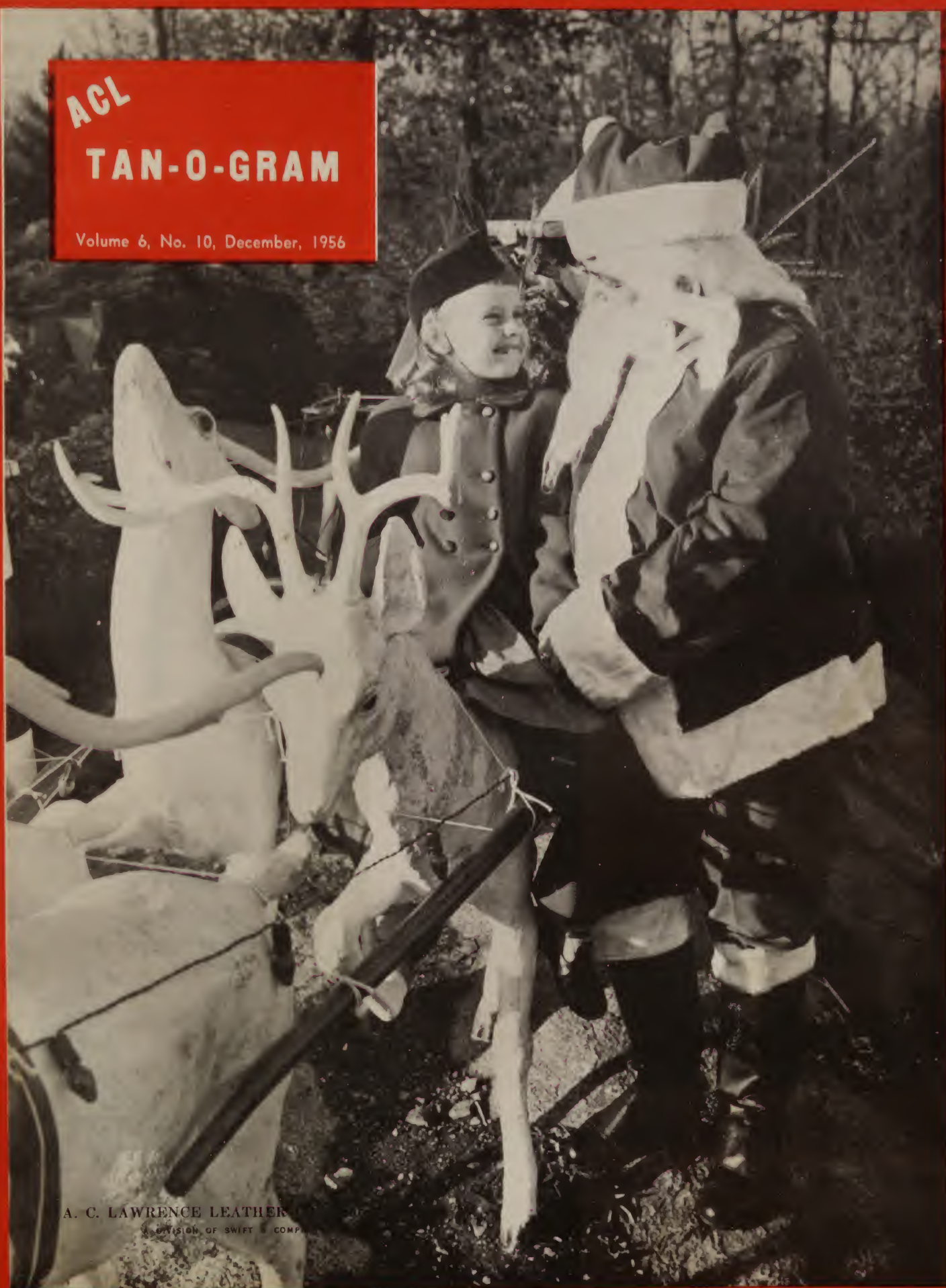


ACL

TAN-O-GRAM

Volume 6, No. 10, December, 1956



A. C. LAWRENCE LEATHER
A DIVISION OF SWIFT & COMPANY

ASHLAND MAKES SAFETY RECORD: COMPLETES YEAR WITHOUT INJURY

On Nov. 7 the Ashland Tannery in Kentucky completed 365 calendar days' operation without a single lost-time accident.

This, it is believed is the first time in the history of the Company that any division or plant has completed a full year of operation in which no employee lost time as a result of a plant accident.

This period results in about 250,000 man hours of accident-free production at Ashland and it can only be accounted for by the spirited cooperation of each and every employee. It also shows that it can be done. Accidents can be prevented if every man is on his toes and makes accident prevention his pet project.

LEND A HAND

You wouldn't hesitate to tell a man his house was on fire, or to warn him that he was about to step on a snake. You may be doing him just as big a favor by cautioning him about unsafe working practices and after he has thought it over, he'll thank you just as much.



Name Pomeroy to Safety Council Post

RALPH K. POMEROY, ACL Safety Director, has been elected to the Executive Committee of the Meat Packing, Tanning and Leather Products Section of the National Safety Council.



FEBRUARY 1 RETIREMENTS

WALTER G. HILL, ACL Secretary, after more than 37 years of service.

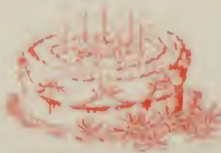
SANTO MANGIAFICO, SSUL Color Cellar, after almost 25 years of service.

BERNARD McCLOSKEY, SSUL Pasting Room, after almost 24 years of service.

JAMES WARON, Calf Hidehouse, after almost 44 years of service.

THEODORE ZUFERION, Calfskin Beamhouse, after almost 23 years of service.

SERVICE 45 Years



LEFT:

EMANUEL J. AUEN,
Head of the Mailing
Dept.

ANNIVERSARIES 40 Years



RIGHT:

J. WILLIAM CAHILL,
In Charge of Property
Records.

35 YEARS

NORMAN HUGHES, Foreman Calfskin Glazing Dept
ROBERT JERMYN, Roller, Bark Hide.

30 YEARS

JOSEPH LAPORTE, Sheep Color.
OMA MOORE, Ashland.
DOUGLAS PRINCE, Sheep
Buffing.

25 YEARS

JOE. M. CHANEY, Sole Leather
Salesman, Newport, Tenn.

RIGHT:

COL HAYES GETS GENERAL'S AWARD

LT. COL. JOSEPH P. HAYES, right, ACL Employment Manager in Peabody, receives award from GENERAL REGINALD MAURER, new Commander of the 26th (YD) Division, Mass. National Guard.

COL. HAYES' 211th Field Artillery Battalion led the Division in artillery practice during recent maneuvers.



W A N T E D :

BLOOD DONOR REPLACEMENT

(EDITOR'S NOTE: "BILLY" CAHILL was recently awarded a pin, by the Red Cross, noting his donation of one gallon (8 pints) of blood. He has just completed 40 years of service with ACL.)



LETTER TO MY FELLOW EMPLOYEES:

Having reached the age of sixty, which is quite an age for a young fellow like me, I have come to that point in life when, according to the Red Cross Blood Donor regulations, I can no longer donate blood.

Realizing the vital necessity for maintaining an adequate blood supply, I am presenting here an appeal to YOU, my fellow employes, with the hope that one or possibly more of YOU will take over where I left off. I am sure that should you go to a Bloodmobile, you will be agreeably surprised at the ease with which you will be processed. You will enjoy the spirit of friendliness and comradeship which prevails there and you will meet fellows like yourself who are doing this thing because they sincerely believe it to be a good thing to do.

Those of our fellow workers who have donated blood time after time have achieved for themselves and for OUR company an enviable record--a record in which the A. C. Lawrence Leather Co., meaning YOU and I, can take real pride of accomplishment.

I would like to say a word of commendation for the personnel at the Blood Bank--the nurses who are so very considerate and understanding, and the gracious ladies who give freely of their time and provide a very tasty luncheon for us.

In concluding, may I say that we who have donated our blood have done as much for YOU as we have done for ourselves. Let's lay it on the line with the statement that when the chips are down and life is at stake, there will be blood for YOU and YOUR loved ones because we have given ours.

If YOU are that kind of man who will answer this very urgent appeal and donate one pint of blood, I am sure that you will be a better man for having done so. Believe me when I say with true sincerity that there is something about this sort of thing that makes one feel so very good inside. And, when YOU feel inside of YOU this special kind of "good," YOUR whole mind, YOUR whole heart, and YOUR whole soul are in tune, for YOU have come very close to answering the question: "What makes life worthwhile?"

Sincerely yours,

"Bill" Cahill

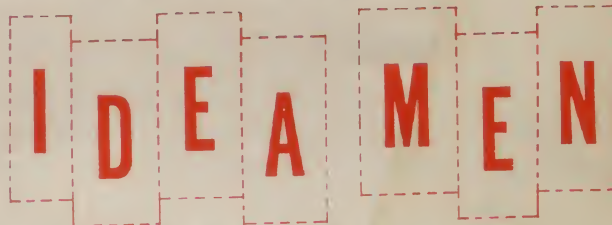
Baby's First Shoes - -

FROM ACL TO EMPLOYEES WHO BECOME PARENTS



Baby will not have to worry about its first pair of shoes from now on, because ACL is going to present a pair to every employee who becomes a parent. This is the Company's way of saying congratulations and we might add, starting the baby off right with a pair of leather shoes. It goes without saying that the leather will be by Lawrence's Sheepskin Division. In fact, baby's first shoes will be made of our new Cabretta. The shoes will be manufactured by the Ideal Baby Shoe Company, a leading local shoe manufacturer, and one of ACL's customers.

So, if you are an ACL employee and you become the father or mother of a brand new baby, don't forget to tell your foreman or supervisor the good news, so that we can present baby with his first pair of shoes.



This is the last call for your ideas if you want them to be considered in the 1956 Suggestion Contest. There is still time for you to compete. There is still a chance to submit your ideas. Just make sure that they are in the hands of the Suggestion Committee by midnight on December 31.

Don't forget. The Grand Prize is a weekend for two in New York City or Washington, D. C. Fly round trip. Stay at a top hotel. See a hit play. Plus \$75 cash for your meals and incidental expenses. Second Prize is \$100 cash, or a choice of: an 8m.m. Movie Camera, Projector, & Screen; a set of four Tubeless Tires; a 17" T.V. Set; a set of Golf Clubs; or a Hi-Fi Phonograph.

Someone is going to win this contest, and it could be you.



LEFT:

KENNETH E. BELL
receives medal
from Lebanese
Minister of Na-
tional Economy.

RIGHT:

MR. & MRS. BELL
in Arab dress.



KENNETH E. BELL, former ACL vice president and Director of our Technical Laboratory, who retired in 1954 after 31 years of service, was recently decorated by the government of Lebanon with its highest honor, the Order of Cedars. This was at the conclusion of MR. BELL'S recent trip to the Near East as a representative of the United States under the Point-4 Program. This is the plan designed to help the small nations of the world to become economically independent. In the course of his trip, MR. BELL also visited Italy, Switzerland, France, Holland, England, Scotland, Turkey, Lebanon, Greece, Egypt, and Jordan. He has consented to write a few notes on his trip for TAN-O-GRAM.

REFLECTIONS ON THE NEAR EAST

By KENNETH E. BELL

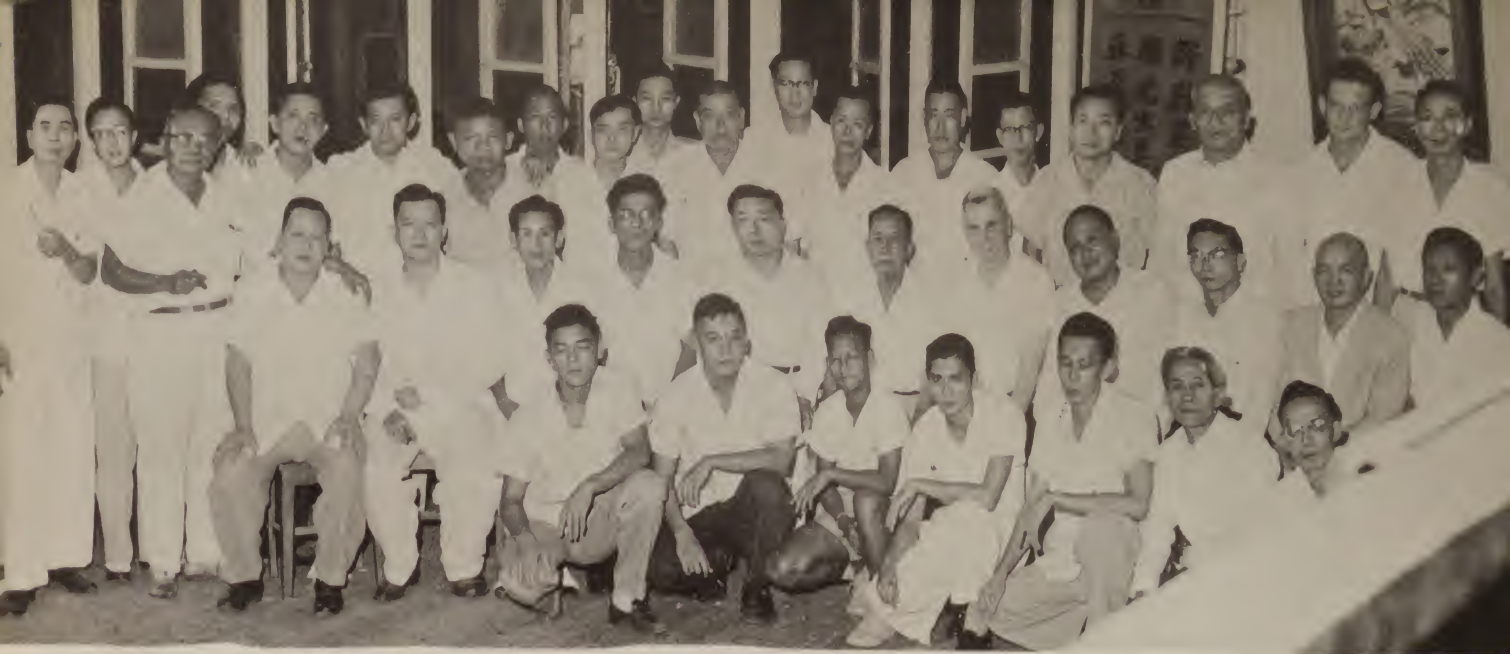
First, one must realize that the Orient is a different kind of world than the one in which we live--the rich are richer in spending power than our income taxes permit here. The king of one of the tiny kingdoms with great oil royalties invests one hundred forty million dollars a year in London from his savings. The poor are much poorer than anything we can imagine here. And, the rich feel no social responsibility for the poor. There is practically no middle class in most countries of the Arab world. Thus, the average income of an Egyptian family is around \$100 a year--while King Farouk had a garage built like a palace and containing 200 cars.

In the years since World War I, and especially since World War II, the peoples of the Arab world (Egypt, Jordan, Syria, Lebanon, Iraq, and Saudi Arabia) have been suddenly exposed to a completely different concept of life. Formerly they wore the Arab dress and lived a pastoral life; the Bedouins in goat hair tents, tending their goats and sheep, as many still do. Today, Beirut has grown from a sleepy town of 30,000 to a huge, modern city of 200,000 or more, and in the city most people wear European garb. Money has come in from World War II profits, and one sees more new American cars in Beirut than in any other city we visited abroad--that includes Rome, London, and Paris.

Except for Syria, there is little interest or sympathy with Russia. As a Lebanese told me, "We don't like the Russians, but when we want something more from the U.S., we show some interest in Russia." The Russians have been astute in trying to cultivate the Arabs. The Soviets have done their usual work of fomenting discontent through fifth columnists.

I do not think the Lebanese want war. They are intelligent and realize how much they have to lose. Saudi Arabia, Iraq, Kwait, Kwatly and the other countries deriving immense oil royalties do not want their applecarts upset. The Iranian oil mess showed them they need the West, and I do not think that mistake will be repeated.

One must remember that no compulsory or free education is available in the Middle East, so the rank and file of the people cannot reason logically about the conditions thrust upon them by the sudden exposure to the modern world.



ACL PARTY IN MANILA — Foreign sales representatives visiting in the Far East often sponsor dinners for their major customers. During his recent trip through the Far East, ACL Export Dept. Manager EMIL J. SCHNEIDER invited the Philippine importers of our leathers and some of their customers to such a dinner, pictured above. It was given in the China Panciteria, Manila. MR. SCHNEIDER is fifth from the right, second row.

The meal, consisting of about a dozen courses, included such unusual items as birds nest soup, squab, octopus, pigeon eggs, and also hens eggs—but boiled and aged to a beautiful green-brown shade, and very tasty.

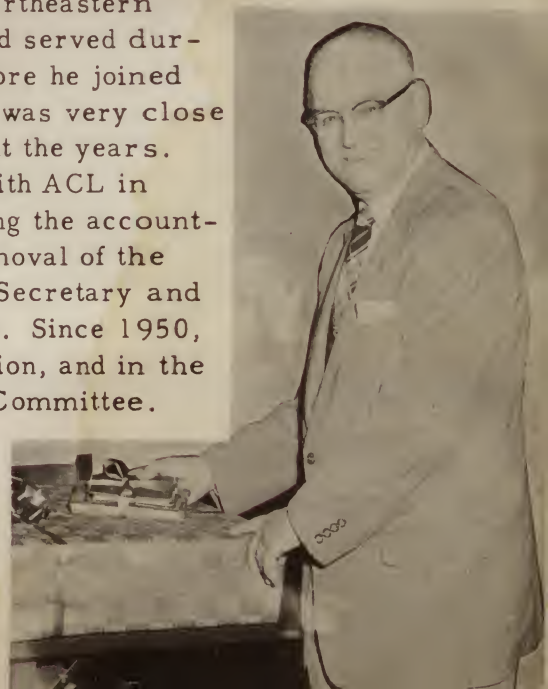
Following a brief stay on the islands, MR. SCHNEIDER went on to Saigon in Vietnam; Hong Kong; Taipei, Taiwan (Formosa); and Tokyo, Japan. These visits help to keep our export business active, and the Philippines are one of our principal export markets.

WALTER HILL COMPLETES 37 YEARS — RETIRES AS SECRETARY OF THE COMPANY

There won't be any more confusion in the main office as to which Mr. Hill is wanted, because the "team" of HILL & HILL has finally "busted up." After 37 years of service with ACL, WALTER HILL has retired. WALTER HILL, as Secretary of the Company, and JOHN HILL, as Comptroller of the Company, have worked together in the same office for quite a number of years. Quite frequently, people who wanted to talk to WALTER actually talked to JOHN, and vice versa. The two Hills are not related and never heard of each other before coming to work for ACL.

WALTER started to work for ACL as Assistant to the Boston Office Manager on the last day of the year 1919. A graduate of Harvard College and Northeastern University's School of Commerce and Finance, WALTER had served during World War I as an Ensign on a U. S. Navy destroyer before he joined the firm. Working in the Accounting Department, WALTER was very close to all the corporate changes made in the Company throughout the years. He worked on the consolidation of the England-Walton Co. with ACL in 1933, and handled many of the mechanics involved in changing the accounting systems of the Company. In 1930, he supervised the removal of the Boston Office to Peabody. In 1944, he was named Assistant Secretary and in 1950 became Secretary of the A. C. Lawrence Leather Co. Since 1950, he also has been a trustee of the Employees Benefit Association, and in the same year was appointed Chairman of the E.B.A. Advisory Committee.

A resident of Swampscott, Mass., where he resides with Mrs. Hill, one of WALTER's hobbies is being official scorer for the Swampscott Little League, and he would rather see "his boys" play than watch Major League ball. WALTER's smile, his good sense of humor and his unique knack for getting to the point, will be sorely missed by his associates, all of whom wish him the best of luck.



CALFSKIN: It looks like a good spring season for women's Calfskin shoes. The retail trade has begun to call for them in a big way, and our sizable orders during recent weeks are a direct result of this sudden surge of business. We now have a good backlog of orders which should be sufficient to keep the tannery busy for the next three months.

SOLE LEATHER: Our Sole and Belting business is not as good as it should be. We are having a very difficult time selling our Rough Double Shoulders. This is attributed to the fact that the waist belt trade has not responded since early this year. Bends are moving reasonably well. Women's Soles, in the better grades, are barely moving. Our Belly picture is much improved and our repair leather business is satisfactory. We are in reasonably good shape in Belting leathers. We have a fairly large stock of curried leather and Rough Butt Bends. It is very difficult to raise prices on our leathers, and the hide market has commanded good prices for raw stock, which makes things very difficult. It appears now that shoe production for the year will be as high, if not slightly higher, than last year. Most people feel that there should be very good shoe production for the first quarter of next year.

SHEARLING: The recent cold weather and snow throughout the country have increased our customers' reorder business in garments, boots, and slippers. Many of the larger manufacturers have already booked business with us for 1957, and we feel that the Shearling business should continue about the same or even a little better than this year. Shearling prices are higher than during the past year, so it means there are more imitations. The synthetics have improved in quality and we have a real job on our hands to produce a better Shearling at lower costs.



SHEEPSKIN: We have seen a much more active demand during the end of November and first of December for garment suedes, both the regular and our washable, dry-cleanable Sheltersuedes. Also, our Shoe Lining business has been increasingly active since the Chicago Shoe Show. With the Popular Price Shoe Show in New York now out of the way, we should have increasing demand for shoe leathers through the start of the New Year. Many orders have been taken for new colors in shoe linings and we can expect continuing business in these new shades.

PATENT: We are operating at a relatively high rate, both on work-in and finish, in expectation of a big Easter run on black Patent Leather shoes. To date, we have not reached full expectations. **RANCHIDE:** There is no business at present or in the immediate future to be expected from the garment industry. It is possible that we will have another run on leather coats for next spring. The Ranchide shoe business is picking up gradually, and we expect this to increase over the next two to three months. We are again doing business with the upholstery trade, but it is impossible to forecast this type of business on a steady basis. **FLEXIBLE SPLITS - INSOLES:** There is still no demand for women's split insoles. There is some sign of increase in the children's welt trade on Flexible Bends. **RETAN BEND SPLITS:** We have just finished a fiscal year in which volume on this line was the biggest on record. We have operated on a steady basis for the twelve months. Due to seasonal letdowns, would expect the next two months to be quiet.

SIDE LEATHER: Due to the comparatively late date of Easter this coming spring, retailers, and therefore manufacturers, have been relatively slow in placing requirements and details for the Easter period. This has meant that new leathers and colors are being delayed while staple items of regular leathers are being consumed. As a result, black and white are enjoying large runs. At the same time, it appears that new textures and treatments of Side Leathers will play a large part in spring and fall shoes. We are hopeful that our Turftop will meet the exacting requirements in these new shoes. In today's highly competitive Side Leather market, it is doubly important that we continue to concentrate on quality and service in order to win the increasing volume of business for which we aim.

CONSTANT DEVELOPMENT IS GOAL OF MECHANICAL DEVELOPMENT DEPT.

The age of invention is not past. At ACL, a staff of "young Tom Edisons" are constantly at work inventing new methods of tannery production and developing new machinery to produce better quality leathers at lower cost.

Our Mechanical Development Dept. works primarily on equipment which is not available elsewhere, and therefore, must be developed by our own company.

This department had a field day in planning and helping to develop new, modern equipment for the South Paris, Maine, tannery. Because it was to be an entirely new plant, there was ample leeway for development of new equipment reflecting many advances in tanning. It was not a question of replacing or improving. The results were many new innovations in the tanning industry, coming out of this department, including improvements over previous methods in the operations of guaging, weighting, spraying, swabbing, buffing, etc.

This department also develops many new safety features, including specialized guards for machines--items which are otherwise not available for purchase.

WORK MADE EASIER BY DEPARTMENT IMPROVEMENTS

One example of a simple improvement brought about by this department is the development of the fiber glass door for the color wheels. (SEE PHOTO EXAMPLE.) A wheelman in the Color Cellar has to climb a step ladder, up four feet, in order to replace the door in the wheel, after the wheel has been loaded with skins. Previously, he had to lift a 65-pound wooden door to eye level, steady it with one hand, and turn the bar device with the other hand, to lock the door in place. The men doing this work frequently had to call for assistance in this operation. The new door weighs only ten pounds and can easily be lifted with one hand.

Another example of this department's work is the machine for guaging the thickness of technical leather. These are the strips of leather which are used in certain precision machines. Formerly, the only method of guaging the thickness was to run a sandpapered thumb and forefinger across, which was time consuming and none too accurate. Under the old method, there was a large percentage of rejection of the leather already produced which threatened our existence in this field. A very stringent requirement for this type of leather is uniformity of thickness throughout. The problem was referred to our Mechanical Development Dept. which developed a new machine which guages this thickness accurately. This has resulted not only in our company remaining in the technical leather field, but also in our obtaining a much larger proportion of orders than before.

RIGHT:

LOUIS BEAULIEU, at top of ladder, is lifting the old type wooden color wheel door, weighing about 65 pounds, to fit in the door opening in the color wheel behind him. He is a wheelman in the Sheepskin Color Cellar and has been with ACL almost 3 years.

JOSEPH R. FOURNIER, left, raises, with comparative ease, the new type Fiber Glass door, developed by the ACL Mechanical Development Dept. This door weighs about 10 pounds. In the Sheepskin Mechanical Dept., he has been with ACL more than 33 years. He builds the new type doors. In addition to their lightness, the new doors are almost indestructible.



DEATHS

JOHN GOOS, 70, died Oct. 27, retired from Main Mechanical Dept., Sept., 1951, after more than 33 years' service.

FRANK PATRICK, 72, died Nov. 30, retired from Ashland, Yard Cropping, June, 1949, after more than 31 years' service.

BLANCHE GUILMET, 59, died Nov. 30, retired from Calf Brushing, May, 1954, after almost 29 years' service.

CLARA SILVA, 56, died Nov. 18, retired from Sheep Belt & Bag Dept. May, 1949, after more than 24 years' service.



Merry Christmas

"PEACE ON EARTH
TO MEN OF GOOD WILL"

In this Holiday Season,
we thank God for the many
blessings He has bestowed
upon us.

SANTA CLAUS, who bears a strong
resemblance to our own HERB REED,
SSUL Receiving Dept., wishes a Merry
Christmas to HENRY MARCHEWKA,
Toggler in the Side Leather Division.
He's been with ACL more than 15 years.

OUR COVER shows Santa Claus
with MR. MARCHEWKA'S daughter,
KAREN, six and one-half years old
and now firmly convinced that Santa
is real and wonderful.

SCENERY, straight from Santa's North
Pole home, through the courtesy of
SHIPS HAVEN RESTAURANT, Route
1, Lynnfield, Mass.

We thank Him for the
privilege of walking tall and
proud as free men in a free
land--where we may think
for ourselves; where we may
freely express our opinions
as we respect the rights of
our neighbors to do the same.

We thank Him especially
for our right to dream; for
what man can see in his mind
may one day be achieved.

May God grant us all a
year of health and happiness
and may we, in our everyday
lives, be guided by wisdom
and understanding.

HAPPY

NEW

YEAR

